



AMERICAN  
ARBITRATION  
ASSOCIATION®

INTERNATIONAL CENTRE  
FOR DISPUTE RESOLUTION®

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May 15, 2015

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Case Number: 14-20-1200-0176

Fraternal Order of Police, Lodge #5  
-and-  
City of Philadelphia  
Grievance: Sgt. Nicholas Schneider #248616 Suspended for 15 days without just cause

Dear Parties:

This will confirm that a hearing in the above-captioned matter was held on May 14, 2015 and that the grievance was settled during the course of the hearing day. Accordingly, the case file has been closed.

Please be advised that it is the AAA's policy to retain closed cases for a maximum period of six (6) months after their closing date. Therefore, please take note that the above referenced physical case file will be destroyed six months from the date of this letter. In the normal course of our administration, the AAA may maintain certain documents in our electronic records system. Such electronic records are not routinely destroyed and do not constitute a complete case file.

Thank you for choosing the American Arbitration Association.

Very truly yours,

Christine Naida  
Case Administrator  
Direct Dial: [REDACTED]  
Email: [REDACTED]  
Fax: (215)732-5002

CNN/eg

cc: James M. Darby, Esq.



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**AMERICAN ARBITRATION ASSOCIATION**

<b>FRATERNAL ORDER OF POLICE</b>	:	<b>Case No. AAA 01-12-0000-00176</b>
<b>LODGE NO. 5</b>	:	
	:	
	:	
- and -	:	<b>Grievance: Nicholas Schneider</b>
	:	
	:	
<b>CITY OF PHILADELPHIA</b>	:	

**SETTLEMENT AGREEMENT**

**WHEREAS**, the City of Philadelphia ("City") and the Fraternal Order of Police, Lodge No. 5 ("F.O.P.") are parties to a collective bargaining agreement; and,

**WHEREAS**, Nicholas Schneider ("Schneider") is employed by the City and a member of the bargaining unit represented by the FOP; and,

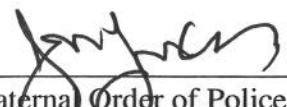
**WHEREAS**, the FOP initiated a grievance on Schneider's behalf; and,


**WHEREAS**, the parties wish to resolve this matter and avoid the expense and uncertainties of litigation;

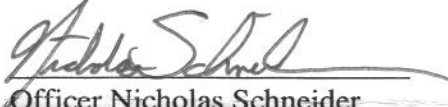
**NOW, THEREFORE**, the parties agree as follows:

1. The City agrees to remove the charge of Conduct Unbecoming an Officer, Section 1-§010-10 (Making a false entry in any Department record or report); Neglect of Duty, Section 5-§010-10 (Absence without leave for a minimum of one working day, but less than five consecutive working days); and, Failure to Supervise, Section 8-§002-10 (Failure to review, approve, input, submit or distribute all required reports, forms, documents or notifications in any medium). Schneider's personnel file shall reflect said removals.
2. The charge of Conduct Unbecoming and Officer, Section 1-§001-10 (Unspecified) shall remain on his record and shall have a reckoning period of five (5) years, effective October 6, 2010.
3. Schneider's fifteen (15) day suspension shall be reduced to a ten (10) day suspension, and he shall be made whole in all respects with respect to the differential.
4. Any reference to a disciplinary transfer from the 26<sup>th</sup> District to the 16<sup>th</sup> District in connection with the events of the underlying discipline shall be removed from Schneider's personnel file.

WHEREFORE, the FOP, the City, and Schneider, intending to be legally bound hereby, enter into this agreement as evidenced by their signatures or the signatures of their representatives below on the dates indicated:

  
Fraternal Order of Police  
Lodge No. 5  
Date: 8-21-10

  
Philadelphia Police Department  
Date: 6/15/2015

  
Officer Nicholas Schneider  
Date: 8-20-15